



# IBMS ANNUAL REPORT 2019

A look back at  
how we supported,  
progressed and  
promoted the careers  
of our members



[www.ibms.org](http://www.ibms.org)

# OUR OBJECTIVES

## Advancing knowledge and setting standards in biomedical science

With over 19,000 members in 73 countries, the Institute of Biomedical Science (IBMS) is the leading professional body for scientists, support staff and students in the field of biomedical science.

For over 100 years we have been dedicated to the promotion, development and delivery of excellence in biomedical science within all aspects of healthcare, and to providing the highest standards of service to patients and the public.

By supporting our members in their practice we set quality standards for the profession through: training, education, assessments, examinations and continuous professional development. We offer research grants to members to advance biomedical science, supporting their original research into scientific developments.

Our publications and training events ensure our members are kept up to date on the latest scientific developments and news.

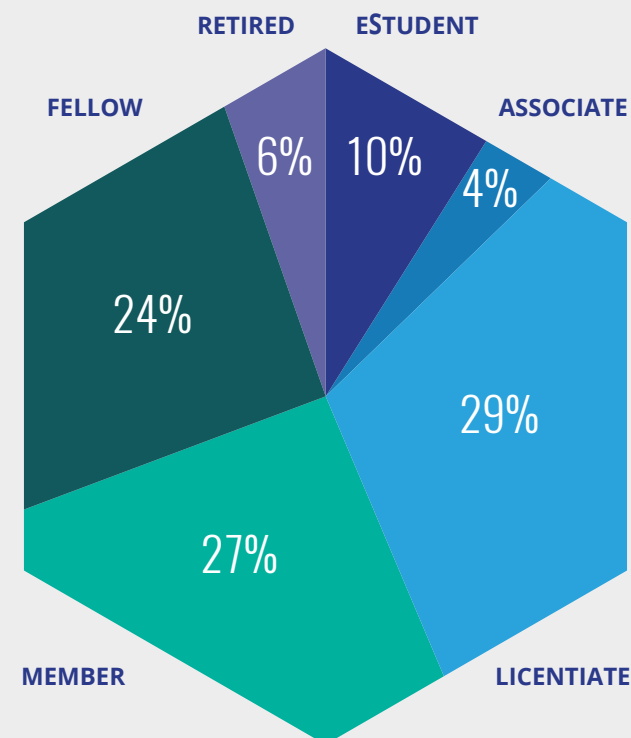
Through public relations and marketing campaigns, we raise awareness of the vital role biomedical science plays in healthcare and promote career opportunities in the profession.

Percentage of members in each of the grades of membership

## Supporting, progressing and promoting the careers of our members

The IBMS aims to provide the services that our members need to progress in their careers and feel supported in their profession, and promotes the vital role they play in healthcare.

Following feedback from a membership survey in 2018, we have focused on providing services that our members told us they need to perform their role and progress in their careers. Listening to our members allows us to create more meaningful relationships and better services for them.





## What our members told us

The three key aspects that were most prominent from the survey results showed that our members expect their membership to support, progress and promote them in their careers.

Based on this, we have created our Membership Value Proposition (MVP) that ensures we focus on what really matters to our members:

### SUPPORT

We will provide members with professional standards and support that helps ensure safety, quality, well-being and peace of mind.

### PROGRESS

We will provide members with simple and seamless access to training, qualifications and knowledge to progress their careers and stay relevant as the profession changes.

### PROMOTE

We will provide members with a strong, respected and progressive voice to promote the professions at all levels.

# 2019

71  
COMPANY  
MEMBERS

3,461

NEW APPLICATIONS  
INCLUDING NEW  
ESTUDENTS, MEMBER  
UPGRADES AND  
MEMBER REJOINS



530

INTERNATIONAL MEMBERS IN  
73 COUNTRIES WORLDWIDE

OVER  
19,000  
MEMBERS

# PRESIDENT'S FOREWORD



Welcome to our annual report - a fantastic summary of the IBMS's achievements, projects and initiatives from 2019. This year we are taking a look at our activities around the UK, exploring the efforts we made to engage and influence both the public and wider stakeholders, and meeting a range of exceptional and award-winning members.

Following feedback from a membership survey in 2018, we focused on providing services that our members told us they needed to perform their roles and advance in their careers. The three key aspects that were most prominent from the survey results showed that our members expect their membership body to support, progress and promote them in their careers.

One of the key ways we offered support in 2019 was through our biennial Congress event. You came in record numbers to hear lectures from experts in every discipline. For those not able to attend in person, key lectures were recorded and uploaded to a dedicated website for you to watch at your convenience.



We also wrote, on behalf of our members, to the HCPC about the proposed renewal fee increase for registered Biomedical Scientists and graduate applicants. On review, the HCPC decided to reduce the fee increase for Biomedical Scientists and to maintain the discount for graduate applicants.

We helped more of our members progress by reviewing our existing qualifications and introducing a new Certificate of Expert Practice in Point-of-Care Testing (POCT) – keeping our range of qualifications current and relevant for the profession.

A key theme in the 2018-2020 strategy was to further promote the profession and I am exceptionally proud of what we have achieved in this area. From Biomedical Science Day events around the world to sample journey animations in GP waiting rooms and biomedical science comic books for children, more and more of the public are aware that our profession is at the heart of their healthcare.

I hope you enjoy reading this report and join me in acknowledging the excellent work of the IBMS and our members.

Allan Wilson  
IBMS President

This look back at the successes of 2019 can only be done through the prism of what we know has happened to date in 2020. I want to thank each and every one of you for the huge contribution you have made in responding to the coronavirus pandemic – you have been exceptional and I could not be more proud than I am now to work for such amazing people.

In 2018 we conducted a membership survey and the feedback was very clear – you wanted us to be the best professional membership body we could be with our focus on member support, career progression and promotion of the role you play and the value of biomedical science. I hope that many of you are experiencing the positive impact that we are making raising the profile of the profession through initiatives such as Biomedical Science Day and the improvement to our existing services as demonstrated by the review of current qualifications and expanding our offering to including point of care testing qualification. Thanks to your invaluable feedback, we were able to respond quickly and positively to your suggestions allowing us to live up to our motto, learn that you may improve.

Congress 2019 was our best yet and I would like to thank our Council, Advisory Panels, staff and you for making it, once again, a world-class event. One thing that I really picked up on was the growing sense of community not just through our digital channels which are flourishing but through the real value of face to face meeting and networking. I also enjoyed attending some of the new programme of free lectures and seminars, and was delighted to meet so many members there, highlighting that Congress is there for every member.



*Fun at IBMS Congress 2019  
- Jill Rodney IBMS Chief Executive  
and Alison Geddis IBMS President (2018-19)*

I am proud of what the IBMS and its members achieved in 2019 because it was achieved by all of us together. I know that this sense of voice, purpose and togetherness is proving to be immensely important as we face the unprecedented challenges of 2020.

A handwritten signature in blue ink that reads "Jill Rodney".

**Jill Rodney**  
**IBMS Chief Executive**

# CHIEF EXECUTIVE'S WELCOME





# SUPPORTING OUR MEMBERS' CAREERS

The IBMS provides members with professional standards and support that help ensure safety, quality, well-being and peace of mind.



## IBMS Congress 2019

Congress 2019 was a truly world-class and world-leading biomedical science conference with every specialism catered for. With so much content on offer we decided to record some of the lectures and presentations and made them available to members afterwards with videos and podcasts. There was a strong education theme with something on offer for all delegates. We covered everything from effective study skills and distance learning, to what makes meaningful continuing professional development (CPD) and why there should be no barriers to undertaking it, and we even managed to find time to challenge some myths associated with training and assessment. The education programme was very well received, and there are plans to strengthen it for future congresses. For further information on IBMS Congress 2019, please visit pages 32–36.

## Professional standards

Throughout 2019 we continued to support those who represent us as verifiers and examiners as well as those who undertake training in laboratories. Our regular monthly 'Here to Help' articles in *The Biomedical Scientist* are aimed at providing guidance and advice on a wide range of hot topics that affect those who are responsible for the training and assessment of our qualifications.

In 2019 we ran training days across the UK, including piloting a bite-sized version of the verifier/examiner training day at Congress. Attendance at these sessions was high and the feedback was very positive.



## NHS Bowel Cancer Screening Programme

Following high-level consultations involving the IBMS and key stakeholders, the NHS Bowel Cancer Screening Programme now recognises scientists with the Advanced Specialist Diploma in Histopathology Reporting as qualified to report screening programme biopsies.

**IBMS Deputy Chief Executive Sarah May said:**

"We are very pleased to see the revised Standard Operating Procedure expanding the workforce for who can report histopathology samples as part of the Bowel Cancer Screening Programme. This represents an extremely significant step forward in recognising the consultant-level role of scientists who have successfully passed the IBMS/RCPATH Advanced Specialist Diploma in Histopathology Reporting and will be important in helping to maintain turnaround times for biopsy results for patients referred for colonoscopy under the Bowel Cancer Screening Programme."

## Consultation responses

Over the course of the year the IBMS was asked to respond to a number of consultations to reflect the views and concerns of our membership affecting biomedical science and the workforce. These included:

- Health and Care Professions Council (HCPC)
- NHS Improvement
- National Institute for Health and Care Excellence
- United Kingdom Standards for Microbiology Investigation
- Health Education England (HEE).

## Our voice is your voice

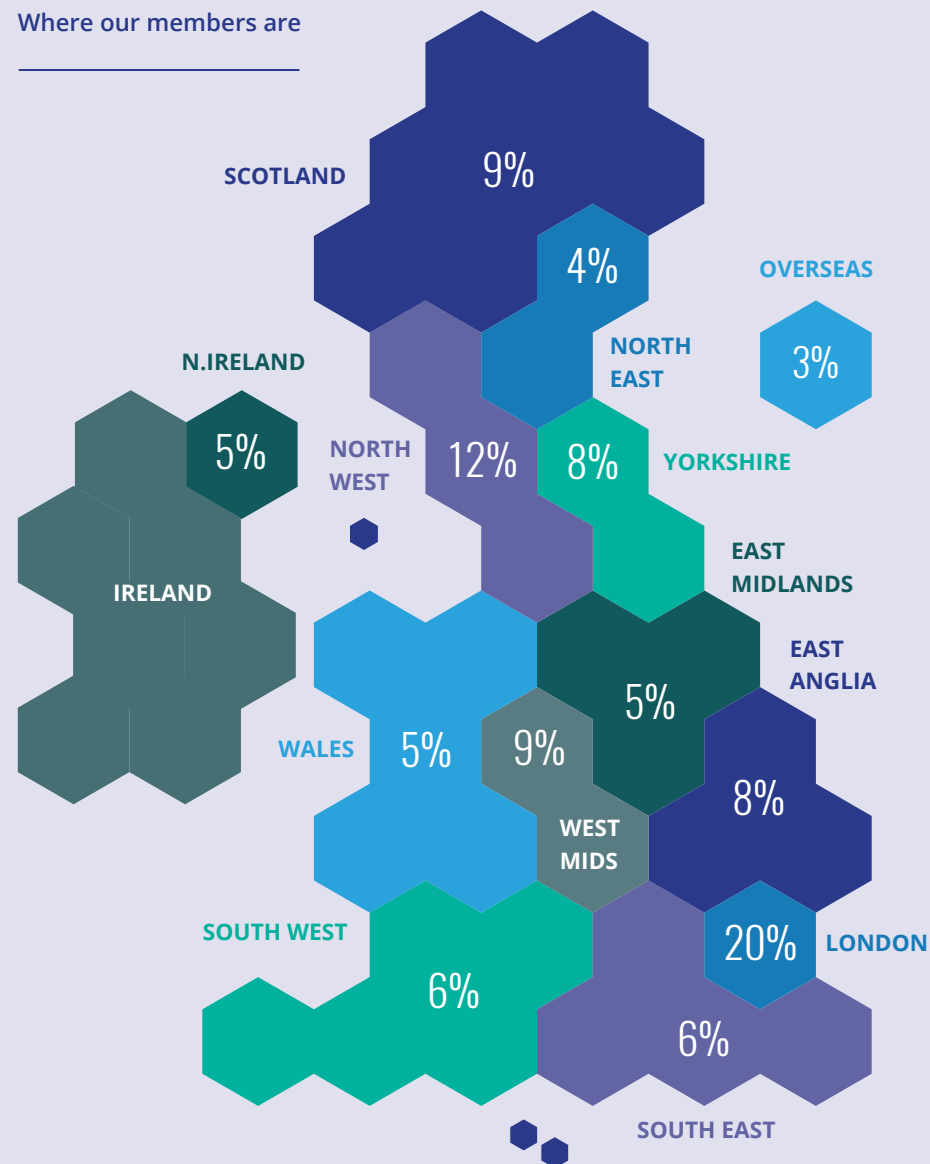
One key piece of feedback that we received in our membership survey

was that the IBMS should be more willing to making position statements and disseminate opinion pieces on the current issues affecting the profession, and our members in particular. To address this, in December 2019 the IBMS launched a process for requesting position statements and then produced the first of an ongoing series based on members' requests. In the first statement, IBMS Council clarified the position of biomedical scientists' freedom to practice. As biomedical scientists increasingly undertake advanced and consultant roles their scope of practice will change and develop considerably from their original point of registration.

## IBMS Research Grants

Research Grants are awarded annually to IBMS members to support original investigations and other suitable research work. In 2019, the IBMS funded seven research grants totalling £26,900 to support members' individual research projects.

## Where our members are



## SUPPORTING OUR MEMBERS' CAREERS



## Standing out at university

With so many clubs and societies available to undergraduates, biomedical science students need a group of their own. The IBMS supports accredited university student groups dedicated to biomedical science, including the Biomedical Science Society at the University of Worcester. **IBMS eStudent Sophie McMillan** discusses how, with the IBMS's support, the society she chairs stands out from the pack.

"The society's main aim is to bring together those with similar interests in biomedical science, medicine and human biology and organise events that allow us to share our interests and discuss interesting topics within science. As a committee we wanted to achieve this as

during lectures and taught contact time students do not get much chance to meet and talk.

"By hosting a variety of events, including charity events and a guest speaker talk from a current biomedical scientist, we have accomplished this. We opened this to all students, which enabled us to bring more people with similar interests and career goals together.

"The IBMS have been extremely supportive and helpful, not only in supplying the society with free promotional materials, informative posters and leaflets but also with helping us find a local IBMS member who came into the university to talk to us about career options. This would not have been possible without their help.

"Being an IBMS Affiliate Society allows us to stand out from other societies within the university, not only through their support with promotional materials but through showing support for current students wanting to enter the healthcare sector. The IBMS has given us the opportunity to access resources that would have otherwise been difficult to obtain, and we are very grateful for their support."





# Supporting branches and regions

**IBMS Member Glen McDowell** works in metabolic biochemistry for the Belfast Health and Social Care Trust. A decade since he joined the IBMS, Glen now chairs our Northern Ireland branch. He reports how our network of branches and regions help members to flourish and get local support.



“In the three years we have not had a devolved government, it has been important for the IBMS Northern Ireland branch to advocate for biomedical scientists.

“For example, we work with our region’s IBMS Council member to represent 900 biomedical scientists. Support from IBMS through the council is helping us explore what is needed to modernise scientific careers in Northern Ireland.

“I decided I wanted to influence strategy around biomedical science when I was on my placement at the trust I now work for. I saw how senior biomedical scientists could inform policy by being involved with the IBMS and I joined this branch as I wanted to make the same impact.”

## Sharing best practice

“The IBMS supports our branch and sends communications about everything, from the training we offer to our events, including celebrating Biomedical Science Day.

“Our branch members meet twice a year and the committee quarterly. Primarily, we support local biomedical scientists to share best practice, so they can give and receive support from their peers. We also support members to give talks in schools and universities or become student mentors, and provide laboratory tours through the children’s charity Harvey’s Gang.

IBMS members are encouraged to apply for awards that acknowledge their work, and we run social events, like quizzes, which are very popular.

“The work we do makes biomedical science more visible to the public and supports professionals at different stages of their career. Constant support from the IBMS helps us do this.

“I would recommend joining an IBMS branch to see what is going on at a local level, benefit from training and build a support network. Being involved has helped me become more confident in public speaking and advocacy work and to explore professional leadership roles.”



## SUPPORTING OUR MEMBERS' CAREERS

# Supporting research

Antimicrobial resistance is a serious public health issue, worsening patients' chances of fighting off microbes and serious infections. But with the help of an IBMS research grant, **IBMS Fellow Dr Sarah Pitt** was able to launch a major project researching snails and their antibacterial potential.

"*Pseudomonas aeruginosa* is a bacterium that can cause respiratory disease in people affected with cystic fibrosis, and it can infect wounds. But have you noticed that snails never get sick?

"We know from previous research that snail slime from the African giant land snail holds antibacterial properties, so we examined different snails, exactly like the kind you would find in your garden. We found that the slime of the ordinary brown garden snail *Cornu aspersum* (*Helix aspersa*) may be the perfect response to *P. aeruginosa*.

"We took some of them out of the garden and into the laboratory and examined their slime. We discovered they have three proteins that appear to have antimicrobial properties. We are very interested in one of these and we have named it 'asperm', an antimicrobial protein."

## IBMS Research Grants

"Thanks to funding from a research grant from the IBMS, my team and I were able to fund our study. We learned that these proteins interact outside the bacterial cell. They bind to the cell then, once inside, the proteins interact with the cell membrane.

"If you get an existing antibiotic that is fine, but if put in combination with our protein then it might work better and last longer (combination therapy). My team and I are conducting experiments to see how this will work. Having the IBMS research grant is essential as it allows us to buy consumables for investigating the proteins.

"What we want is to crystallise each protein to see the proper structure of it, then we can sequence it and, because it is new, see it match against what is already known. We could potentially see a picture of what it looks like.

"I am really pleased for all support the IBMS has given me; it is so valuable to my research. It is great as an IBMS Fellow to have the opportunity to reach out to your professional organisation and ask for their support. I am grateful to have it, and it is a wonderful thing the IBMS offers to its members."



# Providing specialist support

**IBMS Fellow Joanna Andrew** is an IBMS Advisory Panel member who has used her expertise in biochemistry to help develop the programme for Congress 2019. With a career spanning over 25 years, Joanna works at both York and Scarborough hospitals and is an IBMS Council member for Yorkshire.

"The Advisory Panels provide IBMS members with the information and expertise they need to carry out their jobs as biomedical scientists. I am a member of the clinical chemistry panel.

"One of our biggest tasks is to draw up a programme for the biennial IBMS Congress. It is an important event for the IBMS because it is a time to showcase the biomedical science profession. To help prepare for Congress, each IBMS Advisory Panel chooses programme topics for their area of discipline."

## Choosing the right content

"I am proud to have worked on the 2017 and 2019 events. IBMS Congress is a major project and as soon as one finishes, we start preparing for the next. You need to anticipate what topics are going to be current, which is challenging when you are preparing so far in advance.

"It is also important to appeal to people at different stages of their career. Trainee biomedical scientists want the basics to support them in their day-to-day jobs. People further along in their career want to know about aspirational research and future developments. It is about finding the right balance.

"Also, we need to find the right people to talk at Congress. That is where, as panel members, our experience and contacts come in useful. A panel member will say: 'Someone at this hospital is really good; they have done lots of work on this'. We will then contact the person to see if they are interested in speaking and invite them to submit a proposed talk. The panels put a lot of work into choosing the best content possible for delegates.

"Congress is not the entire focus of the panel though. We regularly review IBMS qualifications to ensure content is relevant and current. Each qualification

is reviewed on an annual regular basis. Our panel also provides guidance to the IBMS on clinical chemistry queries. For example, we comment on new point-of-care testing guidelines to make sure they represent best practice.

"We also work with other bodies such as external quality assurance (EQA) providers that send samples to laboratories for analysis to check results are consistent. It is great to be a member of the panel that supports our members to improve their service."





## SUPPORTING OUR MEMBERS' CAREERS



# Who trains the trainers?

**IBMS Fellow Mike Carter** led the training programme on the Registration Training Portfolio for the IBMS Certificate of Competence at Public Health England Colindale from its introduction in 2004 until his retirement in August 2019.

"I first became a verifier in 2006, with my hand held on my first verification by Carol D'Souza. I wanted to get involved – to repay the visits of verifiers to Colindale, to expand my own knowledge and understanding of the portfolio and to support my CPD. Since 2006, as a verifier I have read almost 400 portfolios and have benefited so significantly that I have continued into retirement and now train verifiers for the IBMS.

"As a verifier, I find it rewarding to visit laboratories across all disciplines – from the largest to the smallest – and to speak to a wide range of staff: including pre-registrants, training officers, laboratory managers, and their clinical and other colleagues. The process can require innovative and solution-based thinking – from identifying evidence that needs tweaking and reviewing before signing off the portfolio, to discussing how poor evidence will have to be significantly

improved to meet the required standard. In those cases, the reward comes further in, when revisiting laboratories and witnessing how they have acted on one's guidance – and seeing the smile on their (and their training officer's) face when they pass."

## Supporting the profession in retirement

"The extent of my verifier and training experience has given me the opportunity to speak about the newest version of the portfolio at Congress 2017 and 2019 – and now that I am retired I am beginning to expand my contributions to the IBMS and the profession at large. I am an equivalence verifier, experiencing how modification of the equivalence verification process has been translated to that for the registration portfolio. I have completed a three-year term as a

visiting examiner for a university – and visiting universities to talk to the students about the portfolio.

"I am also a Biomedical Scientist Practitioner Representative for IBMS Degree Accreditation, a Non-accredited Degree Assessor and a Service Provider Representative on the IBMS Service User and Carer Engagement Group.

"Over the years, I have gained a lot from giving back to my profession and I am extremely grateful for all I have experienced as a result of becoming a verifier. I would recommend it to any training officer who wants to expand their knowledge and reap the rewards of having a wider understanding of laboratory processes and practices in the UK."

## Qualifications

176

CANDIDATES WERE AWARDED THE IBMS CERTIFICATE OF EXPERT PRACTICE IN: LEADERSHIP MANAGEMENT, MOLECULAR PATHOLOGY, QUALITY MANAGEMENT OR TRAINING

28

CANDIDATES WERE AWARDED A DIPLOMA OF EXPERT PRACTICE QUALIFICATION (NON-GYNAECOLOGICAL CYTOLOGY, HISTOLOGICAL DISSECTION AND IMMUNOCYTOCHEMISTRY)

5

CANDIDATES WERE AWARDED AN ADVANCED SPECIALIST DIPLOMA (CERVICAL CYTOLOGY, SPECIMEN DISSECTION AND HISTOPATHOLOGY REPORTING)

22

CANDIDATES WERE AWARDED THE HIGHER SPECIALIST DIPLOMA

65

CANDIDATES UNDERTOOK THE ADVANCED SPECIALIST DIPLOMA IN HISTOPATHOLOGY REPORTING

## Education

240

CERTIFICATE OF ACHIEVEMENT PORTFOLIOS ISSUED

137

CERTIFICATE OF ACHIEVEMENT PART 1 AND 2 WERE ISSUED

1,032

CERTIFICATES OF COMPETENCE WERE ISSUED

409

SPECIALIST DIPLOMAS WERE ISSUED

OVER

1,800

REGISTRATION TRAINING AND SPECIALIST PORTFOLIOS WERE ISSUED

OVER

170

CANDIDATES, THE HIGHEST EVER, UNDERTOOK THE IBMS CERTIFICATE IN EXPERT PRACTICE

937

REGISTRATION TRAINING PORTFOLIOS AND

871

SPECIALIST PORTFOLIOS ISSUED

22

INSTITUTIONS COVERING

44

UNDERGRADUATE AND

13

POST GRADUATE PROGRAMMES WERE ACCREDITED; TWO OF THE UNIVERSITIES WERE NEW ACCREDITATIONS

# PROGRESSING OUR MEMBERS' CAREERS

The IBMS provides its members with simple and seamless access to training, qualifications, and knowledge to progress their careers and stay relevant as the profession changes.

## Guidance documents

The IBMS enables members to deliver safe, high-quality care by setting standards for the profession and supporting biomedical scientists in their practice. Each year, the IBMS produces and updates a number of guidance documents to assist members and help them progress in their careers. A popular document in 2019 was the *Options and considerations for staff changing discipline and retraining*.

## Point-of-care testing qualification launched

In November, the IBMS launched a new Certificate of Expert Practice in Point-of-Care Testing (POCT). This new online learning course enables biomedical scientists with two years post-registration experience to demonstrate their knowledge and skills in this growing and increasingly important field. This course is essential for members preparing to

manage a POCT service and also for existing POCT managers who feel they would benefit from some supported learning to help them manage an expanding workload and a workforce of largely non-laboratory staff.

## Qualifications reviewed

In 2019, IBMS examiners and Advisory Panel members began a review of the Higher Specialist Diploma. Their recommendations were approved by the IBMS Education and Professional Standards Committee and are being implemented over a two-year period during 2020 and 2021.

The Histological Dissection Conjoint board started working on the development of an Advanced Specialist Diploma in Specimen Dissection (Gynaecological Pathology) in 2019, which should be completed later in 2020.

## IBMS e-Learning

The IBMS corporate strategy 2020 recognised a need for the use of technology to improve access and learning for our members. In 2019, following a review of our CPD system and online learning, the IBMS identified that an e-Learning platform would aid members in their access to information, education and CPD activities.

At IBMS Congress 2019, members were invited to attend a workshop to discuss their educational and CPD requirements. This information was used to direct the search for an e-Learning system that could be developed to meet the needs of our members. The IBMS is aiming to identify an e-Learning partner in 2020 and hopes to roll out a new learning platform to all members later in the year.





# Demonstrating quality

**IBMS Member Joanne Watkins** has built an impressive career, having worked for Public Health Wales Microbiology Service for 29 years. Through her IBMS membership, Joanne successfully became a chartered scientist (CSci) through the Science Council in 2019.

“I am proud of most things I have done in my career, but I am very pleased with what the genomics unit I work in has achieved in a short period. It uses a new technology and it has been a huge learning curve for me. We now have two fully accredited services: HIV resistance and *Mycobacterium* characterisation and tuberculosis resistance profile testing.

“Being an IBMS member gives you direction and focus, helping you to navigate a career path. I became a member because of the extra training opportunities it provides, and it especially helped me with my Science Council application.

“I applied to be on the Science Council professional register because when you get to a certain point in your career it acknowledges all your years of service and the quality of work you deliver and it is a way of being recognised for what you have achieved.

“It is a mark of quality, giving patients confidence in my ability and that of the service where I work. People ask me about my title and what it stands for. It lets service users know a scientist’s ability level and the standard of work they have achieved.”

## Career direction

“The application process was not too bad. I avidly record my CPD, which I referred to in my application. The challenge was being asked to carry out a reflective review of the work I have done and explain how it affects me, my line manager, employer, patients and service users.

I am not of the IBMS portfolio era, where you are encouraged to do this, as it was not available at the time I joined.

“The IBMS looked at my application and made helpful suggestions. After I submitted it, they encouraged me to put my application forward for the CPD Awards run by the Science Council. I was awarded a commendation, which I am very proud of.”

## PROGRESSING OUR MEMBERS’ CAREERS



## PROGRESSING OUR MEMBERS' CAREERS

# Progressing up the ranks

When **IBMS Fellow Kimberley Campbell** realised she did not have the qualification she needed to become a biomedical scientist, she turned to the IBMS for support. Kimberley completed the registration and specialist portfolios and a Higher Specialist Diploma (HSD) so she could take on more responsibility in the laboratory. Now an IBMS Fellow, Kimberley has worked her way up to a senior biomedical scientist role at Raigmore Hospital in Inverness.

"I love the whole ethos of laboratories – they are patient-centred, focusing on producing the best quality results as quickly as they can. With an HSD, I can carry out my job more effectively, improving outcomes for patients. I have a better understanding of my role and the confidence to troubleshoot and deal with challenging cases. If I did not have the qualification, I would not be as competent in my job as I am now."

"I came into biomedical science by a convoluted route. My degree in human anatomy did not have a laboratory placement, so in the summer holiday I applied for a summer placement in the laboratory in my hometown of Inverness. Between my third and fourth years, I worked at Raigmore Hospital, where I discovered what a biomedical scientist is and does."

"After university, I decided I wanted to work in a laboratory, but I found out I did not have an accredited degree, which would stop me progressing in biomedical science. This meant I had to do a top-up qualification, fitting six modules into a year. I became a member of the IBMS and worked on my registration and specialist portfolios, before completing my HSD in cellular pathology."

"The IBMS runs events for members to give them an overview of the HSD and what it involves and a chance to ask questions. There is also helpful guidance about the HSD on the IBMS website."







## Moving forward

"Completing the HSD has been vital for my career progression. The examinations were hard-going, but it has been worth it. Early on, I knew I wanted to be the training lead where I work. That was always my goal. To take on a senior role, I needed to either complete a Masters, or an HSD. I chose the HSD as I felt it would give me new information that I had not already learned in my top-up qualifications. The knowledge you gain with an HSD is much more specific to your job role than a Master's degree. Since completing the qualification, I have taken on a senior lead role in my department."



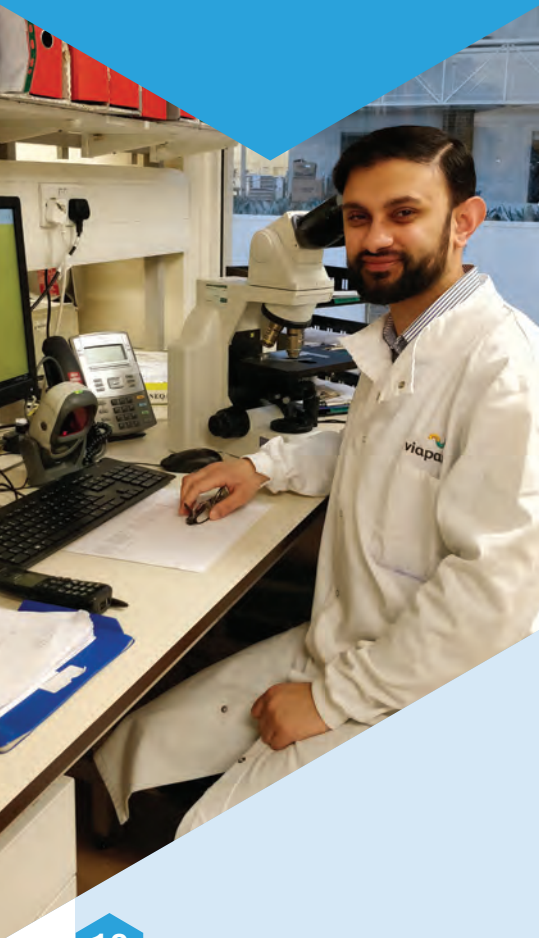
## Raising awareness

"I do not think it is made clear enough in schools that accredited degrees are vital for professions such as biomedical science so I am trying to contact guidance counsellors and schools to raise awareness of the profession and the importance of doing an accredited degree. Biomedical science is a hidden field, so raising awareness will make a big difference to new students leaving school. I hope that by giving them more information I can help them to make more informed choices, and give them a greater number of opportunities."





## PROGRESSING OUR MEMBERS' CAREERS



# Career progression in biomedical science

After registering with the HCPC, **IBMS Member Anas Nasir** started his IBMS Specialist Diploma. The training and networking opportunities involved helped him feel ready to secure his latest role in specialist haematology at University College London Hospitals NHS Foundation Trust (UCLH).

"Doing a learning-on-the-job specialist diploma in blood sciences through the IBMS helped to focus my interests and made me feel more confident and well rounded. The training also helped me make more connections with a patient's whole clinical picture.

"For example, I was working a night shift at Guy's and St Thomas' Hospital, when a patient came into A&E with bleeding gums and tiredness. On his blood film, I noticed a very immature white cell, which is considered critical as it can cause very deranged clotting-associated problems.

Because I had done the specialist diploma, I was able to link this with his homeostasis results. Within the hour, the patient was diagnosed with acute promyelocytic leukaemia."

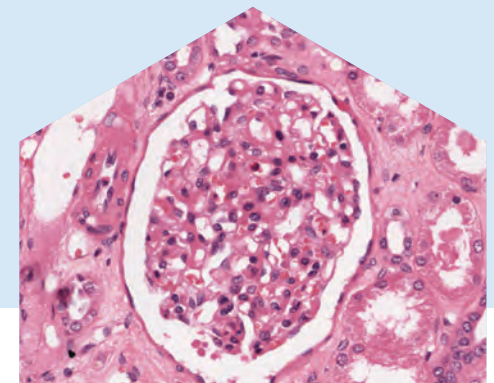
### Focusing passion

"The networking opportunities that IBMS membership offers have helped to progress my career a lot. At IBMS Congress 2019, I got to meet members I regularly chat to on social media. I was really happy to win an IBMS Jen Johnson Bursary to fund my place.

"I learnt a lot about other disciplines and after talking to colleagues there, I had the

idea to post a themed LinkedIn update and tweet every week. I now post a blood film every 'Morphology Monday' and ask colleagues to comment and identify significant features of it. When I went for an interview for my current job, the senior biomedical scientist said his team discuss the post every week.

"Through the IBMS, I am doing media training as I am passionate about promoting biomedical science. It will give me more experience of public speaking and support my aspiration to pursue a training role in the future, perhaps teaching trainee biomedical scientists."





31

OVER  
150

HOSPITAL AND UNIVERSITY LABORATORIES ACROSS THE UK TOOK PART IN CELEBRATIONS, WELCOMING THOUSANDS OF VISITORS TO LEARN ABOUT THE SCIENCE AT THE HEART OF THEIR HEALTHCARE.

MEMBERS WERE SUCCESSFULLY AWARDED BURSARIES OF UP TO £500 FOR THEIR BIOMEDICAL SCIENCE DAY ACTIVITIES.

## Biomedical Science Day 2019

Once again, we were overwhelmed by our members' support on Biomedical Science Day. Over 150 hospital and university laboratories across the UK took part in celebrations, welcoming thousands of visitors to learn about the science at the heart of their healthcare. Our event packs were sent to 386 members to support them, whilst our activity bursary supported 31 members who applied for funding for their events.

For the first time, hospitals were chosen to represent the four home nations, with a hospital in each taking the lead in promoting the excellent work of the profession. Each hub showcased a

laboratory and informed the public, patients and other hospital staff about their work at the heart of healthcare.

### The hubs:

- Royal Victoria Hospital (Northern Ireland) launched its brand new cellular pathology laboratory
- Aberdeen Royal Infirmary and Robert Gordon University (Scotland) showcased their clinical laboratories
- St James' Hospital (England) celebrated the UK's first fully digital pathology laboratory
- University Hospital Wales (Wales) launched its brand new biochemistry laboratory.

## Social media

Hashtags #AtTheHeartOfHealthcare and #BiomedicalScienceDay2019 trended all throughout the day on social media, gaining an audience of over 6 million people.

The awareness day also gained the attention of some big Twitter accounts, including Guardian Healthcare, Behind Closed Doors' Dr Amir Khan, and Sarah Wollaston MP. On Facebook, there were lots of messages of support from NHS trusts, charities and other healthcare pages. Members of our online community were active and posted pictures of their events all day.

OVER

6

MILLION  
PEOPLE

VIEWED BIOMEDICAL  
SCIENCE DAY POSTS

## PROMOTING OUR MEMBERS' CAREERS



The IBMS provides its members with a strong, respected and progressive voice to promote the professions at all levels.

ALMOST  
400

EVENT PACKS WERE  
SENT TO SUPPORT  
OUR MEMBERS'  
BIOMEDICAL SCIENCE  
DAY EVENTS.



259,000



Following a social media campaign, our *Sample Journey* videos were viewed 259,000 times on Twitter and Facebook, helping to explain to patients what happens to samples and the people involved in analysing their blood, urine and tissue samples.

## Sample journeys

Following on from the successful biomedical science animated video in 2018, three new animated videos were produced to help explain what happens to a patient's blood, urine and tissue samples, given at their GP surgery, and the role of biomedical science in diagnosis and treatment of them. Accompanying posters and leaflets were sent to members to help distribute them to healthcare surgeries and practices across the UK. In 2019, the videos were viewed over 250,000 times across platforms.

## Superlab

To increase awareness and understanding of biomedical science to a younger audience, we commissioned a comic book aimed at Key Stage 2 (7–11-year-old) children. Superlab is for

members to use when visiting primary schools, children's wards or hosting public events – to highlight the role of biomedical science in hospitals to children. Members can order copies from [www.superlabscience.com](http://www.superlabscience.com), where they can also download and print cards for the 'Test the Sample' board game. Copies were also added to the Biomedical Science Day event packs and 20 roller banners were purchased and distributed to members for their events. A further 3,000 copies have been sent to Harvey's Gang to distribute in their goody bags for young patients.

## Activity sheets

Working with members, we developed a range of activities designed to engage children and inform them about biomedical science. The resources are for our members to download and take out to schools for public engagement activities. The activity sheets were launched at a local London primary school and gave our members the chance to promote biomedical science to a class of enthusiastic pupils.

"It was wonderful to see the children using their scientific skills and applying them across a range of experiments."

**Emyr Fairburn, Headteacher**



## #IBMSChat

Throughout 2019 our monthly Twitter chats for members grew from a small career-support resource to a large member-led network for professional development. Each month, alongside stalwart cofounder IBMS Licentiate Cherie Beckett, there is a new theme and co-host. Subjects have included virology, POCT, United Kingdom Accreditation Service (UKAS) accreditation and public engagement.

## Podcasts

Known as the IBMS Biopods, a series of six podcasts have been produced featuring interviews with experts from the field discussing their research and talking about the latest developments in biomedical science. The podcasts have been well received by members and, following their initial member-only release, they are uploaded to iTunes and Spotify to reach a wider audience at a later date.



# Inspiring future scientists

**IBMS Licentiate Matt Burdett** has been raising awareness about biomedical science in schools and universities to encourage young people to become scientists. A trainee biomedical scientist at Unilabs in London, Matt has supported IBMS public engagement work since finishing university.

“There is a lack of awareness of what biomedical scientists do. Before I studied biomedical science at university, I thought it was a general subject not a profession you could go into.

“Since leaving university I have been helping the IBMS to promote the profession to children and young people. After graduating I worked in retail while looking for a biomedical scientist role. I contacted the IBMS to see if they had any volunteering opportunities so I could support the science community while searching for a job. They suggested I went along to some public engagement events where I gained useful experience.

“At these school events, I discovered I enjoy promoting biomedical science to young people. The work is about showing them that they have a range of options if they decide to go into healthcare. It is not just about becoming a nurse or a doctor, there are biomedical scientists and laboratory technicians working behind the scenes.

“If primary school children show an early interest in science, it can be a time for them to start reading about the subject. Then, at secondary school they are more likely to begin exploring biomedical science and asking questions. Once these students get to university, some may want to go into diagnostics or research, then we will see more young people going into the profession.”

## Making learning fun

“For National Pathology Week 2019, I went into primary schools with other IBMS members to run activities for children. It is difficult to keep the attention of young children when you are talking about complex subjects like science. We used games to help spark their interest.

“One of the tasks was to look at the difference between cleaning your hands with antibacterial gel and using soap and water. We put an ultraviolet gel on the

children’s hands and shone a UV light to show the germs that were still there. The children were fascinated and turned it into a competition to see who could wash the most gel off their hands.

“I never got to do these types of activities when I was at school, so I love seeing children do them. It is rewarding and a lot of fun.

“The IBMS encourages members to contribute ideas to its public engagement work. In 2018, I went to a careers fair at a school and the IBMS were giving away posters and freebies to young people. Based on feedback from members, they have introduced activities for young people going to these events since then.

“After I helped run activities in primary schools for the IBMS in 2019, I made suggestions on how to improve the tasks and fed back on which games worked best. The IBMS really does listen to its members.”

## PROMOTING OUR MEMBERS’ CAREERS



## PROMOTING OUR MEMBERS' CAREERS

# Promoting Biomedical Science Day 2019

**IBMS Member Tahmina Hussain** has worked as a biomedical scientist at The Christie Pathology Partnership, a joint venture between SYNLAB UK and The Christie NHS Foundation Trust, since 2011. Now a biomedical scientist team manager and training officer, Tahmina tells us why she is passionate about promoting the profession.

"Not enough people know about the work biomedical scientists do and how we change lives on a daily basis. Doctors make diagnoses and treatment plans based on what we have analysed. But we are not patient-facing, so this work behind the scenes can be forgotten.

"I wanted to get involved in Biomedical Science Day to help change this. My managers and I applied for the IBMS Biomedical Science Day Activity Fund as we wanted to make our celebrations the biggest yet."

### Sparkling conversation

"We were delighted to receive a grant for our activities. It was used to buy promotional materials for our stand in the entrance of the hospital where we are based. Badges, keyrings, balloons and a selfie frame helped attract visitors on the day. The money also paid for baking equipment and gift vouchers for winners of our bake-off competition.

"After ordering them online, the IBMS sent stationery, banners, posters, stickers and mugs. We also had some leaflets explaining what biomedical scientists do, which helped to start a conversation about pathology with visitors.

"We talked to patients and their family members about how we process samples and they were keen to find out more about what we do. Often they were surprised about what is involved. They

were intrigued and interested in our activities too. We had an inspection kit for checking handwashing techniques, a microscope for looking at a blood film for hairy cell leukaemia, and dipstick analysis using false urine for detecting diabetes. "For us, it is lovely to meet the patients behind the samples we are processing."

### Remembering patients

"One special part of Biomedical Science Day was when we presented a gift voucher to a young patient who I gave a personal tour of our laboratories. He was being treated at the hospital for leukaemia at the time. We recognised his name as we had been processing his samples. He later did work experience with us and is now studying medicine, which is fantastic. I would like to think we had a role in inspiring him to pursue a profession in healthcare.





"We had a social media presence on the day to promote our activity and raise awareness of the profession and its role in prevention, diagnosis and treatment of infections and disease. A SYNLAB UK staff member live-tweeted while our team took half-hour turns on the stand rota.

"Getting the grant and organising the day further developed my relationship with the IBMS. I regularly contact them for support with my work as a training officer. When I talk to the staff here, I often highlight the training the IBMS offers to members. It is a huge benefit and good for career progression.

"It is great that the IBMS grant supports members to promote activities like ours and I would highly recommend applying for it. We need to do more to increase awareness of the profession and promote biomedical science as a career. The grant made it possible to promote our profession in a fun and interactive way."

## Social media



OUR TWEETS RECEIVED OVER  
**2,380,000** VIEWS

TWITTER FOLLOWERS INCREASED BY  
**17%, TO 8,854**

OUR FACEBOOK POSTS RECEIVED  
**6,265,445** VIEWS

FACEBOOK FOLLOWERS INCREASED BY  
**10%, TO 30,382**

OUR NEW INSTAGRAM SET UP TO REACH A  
YOUNGER AUDIENCE, QUICKLY GREW TO  
**2,350** FOLLOWERS





# IBMS AWARDS & HONOURS



## Life Membership

IBMS Life Membership is one of the most prestigious honours the IBMS awards its members. In honour of his great service to the Institute, IBMS Life Membership was awarded to IBMS Fellow Brian Nation (pictured above).

In 1997, Brian became editor of *The British Journal of Biomedical Science*, where his exemplary editorial skills and attention to detail were used to shape the modern 'journal'. He became editor of *The Biomedical Scientist* in 2001 and developed it to be the most highly rated benefit of IBMS membership.

Brian edited and co-authored the history of the IBMS, published as a book, *Letters of Consequence*, in 2012. Five years later, Brian moved to become a member of the IBMS's staff in the role of Content Editor. He retired in March 2018 but has continued in the honorary role of Editorial Specialist Advisor. Brian has

also been a member of the IBMS's History Committee since 2014 and was appointed Honorary Secretary in 2018.

## Company Members' Prize for the Higher Specialist Diploma (HSD)

The Company Members Prize is awarded annually to the candidate who, at their first attempt, receives the highest mark in each discipline of the HSD examination. For their exemplary performance in the 2018 HSD examinations, the IBMS Fellow winners were:

- ◆ Matthew Wickens – Cellular Pathology
- ◆ Andrew Connor – Clinical Chemistry
- ◆ Emma Sarhani – Immunology
- ◆ Katie Kitchman – Leadership and Management
- ◆ Helen Owens – Transfusion Science

*Pictured: Helen Owens, Matthew Wickens and Andrew Connor received their Company Members' Prizes at the IBMS AGM in June 2019 presented by Alison Geddis, IBMS President (2018-19)*

## Company Members' Prize – Diploma of Expert Practice

The IBMS Diploma of Expert Practice Prize is awarded to the IBMS member who achieves the highest mark in the Diploma of Expert Practice examination. This was awarded to IBMS Fellow Sarah De-Vaux Balbirnie for her marks in the Diploma of Expert Practice in Histological Dissection in 2018.

## R J Lavington Prize

The R J Lavington Prize of £500, medal and certificate is awarded to the IBMS member who achieves the highest mark across all disciplines in the IBMS HSD examinations in that year.

For 2018, the prize was awarded to IBMS Fellow Helen Owens (pictured left) for her examination in Transfusion Science.



## Regional Champions of Biomedical Science

In 2019, the IBMS rewarded regional Champions of Biomedical Science with awards and day passes to Congress. Members were asked to nominate a Champion for their region, with their IBMS Region committee choosing the winners on Biomedical Science Day. The Champions were IBMS members who have shown dedication to the promotion, development and delivery of excellence in biomedical science.

**IBMS Chief Executive Jill Rodney explained:**

"We launched Champions of Biomedical Science to celebrate one member in each region who goes above and beyond the call of duty. Our dedicated Champions are out there every day developing people, delivering services and promoting the profession – all with a gold standard of excellence. Their appreciative colleagues have nominated them so that we can all recognise their efforts and celebrate their contributions."

*Malcolm Robinson, Rebecca Wright, Geoff Trew, Una Porter and Selwa Alsam were awarded their prizes at IBMS Congress 2019 by IBMS Membership and Marketing Committee Chair Debra Padgett*

### Winners:

- ◆ Selwa Alsam – Fellow  
– IBMS East Anglia Region
- ◆ Sarah Brownsteen – Licentiate  
– IBMS South West Region
- ◆ Charlotte Ewing – Fellow  
– IBMS North East Region
- ◆ Bamidele Farinre – Fellow  
– IBMS London Region
- ◆ Stephen McDonald – Member  
– IBMS North West Region
- ◆ Caroline Parkes – Fellow  
– IBMS East Midlands Region
- ◆ Hayley Pincott – Associate  
– IBMS Wales
- ◆ Una Porter – Fellow  
– IBMS Ireland
- ◆ Malcolm Robinson – Member  
– IBMS South East Region
- ◆ Rebecca Wright – Member  
– IBMS Scotland
- ◆ Geoff Trew – Fellow  
– IBMS West Midlands Region
- ◆ Chrisy Yates – Fellow  
– IBMS Yorkshire Region



*Caroline Parkes (left) and Bamidele Farinre (below) receive their awards at IBMS Congress 2019*





# IBMS AWARDS & HONOURS

## Mary Macdonald Congress Award

The Mary Macdonald Congress Award was established in memory of former IBMS Council member Mary Macdonald. Mary is remembered as an outstanding professional, colleague and mentor, who began her career as a laboratory support worker and was keen to encourage and recognise excellence in others working in similar roles. The award sponsors up to 20 free places for non-HCPC-registered IBMS Associate Members to attend the Biomedical Support Staff programme at IBMS Congress.

The 2019 winners were (pictured below):

- ◆ Coral Andrewartha
- ◆ Zoé Andrews
- ◆ Holly Atkinson
- ◆ Zoe Bartlett
- ◆ Matthew Burdett
- ◆ Nikita Delgaty
- ◆ Vanimira Dzhugdanova
- ◆ Magdalena Grendus-Boothman
- ◆ Sandra Power
- ◆ Leyla Sghaier
- ◆ Vikki Stocks



## Jen Johnson Congress Bursary Award

The bursary is awarded in memory of Jen Johnson, who sadly passed away in March 2016. Launched in 2017, the bursary provides up to 20 successful applicants with a grant of up to £1,000 to attend IBMS Congress that year.

The winners of the 2019 Jen Johnson Bursary were (pictured above):

### IBMS Fellows

- ◆ Tendai Mangoma
- ◆ Gavin Regan







### IBMS Members

- ◆ Olajumoke Adeyi
- ◆ Kelly Davison
- ◆ Joey Fong
- ◆ Pui-San Lau
- ◆ Anas Nasir
- ◆ Leslie Ramos
- ◆ Amy Sanders
- ◆ Tracey Smith
- ◆ Emma Wray

### IBMS Licentiates

- ◆ Cherie Beckett
- ◆ Anna Finuliar
- ◆ Danny Gaskin
- ◆ Nina Harrison
- ◆ Shannon McLaughlan
- ◆ Shane Murphy
- ◆ Alexandra Rosa
- ◆ Laura Willis
- ◆ Kirsten Winterburn

## Cyril Sanders Memorial Award

This award is granted for the best CPD review return by an IBMS member at Registered Science Technician (RSciTech) level. The 2019 winner was IBMS Associate Hayley Pincott (pictured above), a medical laboratory assistant (MLA) in the Oral Pathology department at University Dental Hospital in Wales. On winning the award she said:

"It is great to have awards that recognise the work and efforts of support staff, but then to win it is a lovely bonus. I was not very confident about my CPD but after my review I had some amazing feedback."



## President's Prize

Each year, IBMS eStudent members who achieve academic distinction graduating from an IBMS-accredited BSc Hons programme are awarded President's Prizes.

One award is made per university and the winner receives a certificate, IBMS Licentiate membership for a year and a cheque for £100. Presentation usually takes place at graduation with the award given by either the current IBMS President, Regional Council member or IBMS-nominated region or branch member.

## Fifty-year medal

The IBMS is pleased to present medals to members who have had 50 years' continuous membership with the IBMS. In 2019, the IBMS awarded 28 medals to members across the UK and thanked them for a lifetime of support.

*University of Brighton's President's Prize 2019 award winner*  
**Panagiotis Giannos**



# INDUSTRY AWARDS & HONOURS

Every year, to promote the profession and highlight the vital role of biomedical science, the IBMS sponsors and promotes healthcare awards and honours held across the UK, as well nominating our members for them. The IBMS wishes to congratulate all members who were recognised with awards and honours by their peers in 2019.

## STEM for Britain

The IBMS is passionate about supporting research in biomedical science and has proudly sponsored the STEM for Britain awards since 2012. Hosted by Stephen Metcalfe MP, the STEM for Britain poster competition takes place at the House of Commons and gives early career researchers in STEM fields the chance to showcase their work to politicians and guests.

STEM for Britain was created to encourage a positive working relationship between early career scientists and their MPs, and to offer a platform for researchers to promote their latest work in Parliament.

The 2019 winner was IBMS Licentiate Rebecca Shepherd (pictured left) who took home the gold medal for the biological and biomedical sciences competition for her poster on exploring adipocytes to improve bone health.

On winning the award, Rebecca said:

"It is amazing for my research to have been recognised with the gold medal. STEM for Britain was an excellent event. I had the opportunity to discuss my work with MPs, policymakers and leaders of scientific bodies. It was a fun challenge explaining my work to those outside of biological sciences, and I enjoyed meeting other early career researchers from different fields."



## Advancing Healthcare Awards (AHAwards)

The AHAwards annually recognise and reward the accomplishments of healthcare scientists, allied health professionals and the staff members who work alongside them in support roles.

In 2019, the IBMS sponsored the award for Biomedical Scientist of the Year, which celebrates an exceptional biomedical scientist who has used their skills and expertise to advance practice in an innovative and impactful way, making a real difference to patients' lives and inspiring those around them.

IBMS members who won included:

### IBMS Biomedical Scientist of the Year

- ◆ Dr Joanne Horne (pictured left), IBMS Fellow, Southampton General Hospital

### IBMS Special Recognition Award

- ◆ Dr Mary Hannon-Fletcher, IBMS Fellow, Ulster University



### The College of Podiatry Rising Stars Award

- ◆ Danny Gaskin, IBMS Licentiate, Milton Keynes University Hospital
- ◆ Chloe Lockwood, IBMS Licentiate, St James's University Hospital

### The Scottish Government Award for Driving Improvement, Delivering Results

- ◆ Claire Cameron, IBMS Member, Royal Infirmary of Edinburgh
- ◆ Sarah Smith, IBMS Fellow, Royal Hospital for Sick Children (Edinburgh)
- ◆ Lynne Taylor, IBMS Member, Royal Infirmary of Edinburgh

### On winning the award for Biomedical Scientist of the Year, Dr Joanne Horne said:

"I was thrilled to be nominated and shortlisted for the *Biomedical Scientist of the Year* award, alongside other fantastic biomedical scientists from around the UK. Receiving this recognition from my peers was incredible enough, but to then go on and win the award was one of the proudest moments of my professional life."

## IBMS member joins CSO WISE Fellowship programme

IBMS Member Siobhan Taylor was selected for the prestigious Chief Scientific Officer's Women in Science and Engineering (CSO WISE) Fellowship. She is the only clinical scientist within a large histopathology department at Gloucestershire Hospitals NHS Foundation Trust and is passionate about bringing together the disciplines of genetics and histology to maintain a current and relevant service.

The CSO WISE Fellowship gave Siobhan the opportunity to be mentored by senior leaders in healthcare, industry and academia, as well as offering both speaking and ambassadorial opportunities through the CSO and WISE networks.

Siobhan commented: "I was delighted to have been selected as one of the 2018/2019 CSO WISE fellows. This is a fantastic opportunity for me to achieve my personal career goals and gain the skills to help integrate molecular diagnostic testing into histology services. I also aim to establish better networks across this area in order to drive the highest quality patient care."

*Claire Cameron, Sara Smith and Lynne Taylor celebrate winning the Scottish Government Award*

*Danny Gaskin and Chloe Lockwood with their Rising Star Awards*





# INDUSTRY AWARDS & HONOURS



## Amazing Individual Award

IBMS Licentiate Cherie Beckett (pictured left) won the Amazing Individual Award from her trust, the Princess Alexandra Hospital NHS Trust, to recognise staff for the amazing work they do.

Cherie was nominated for raising the profile of biomedical science on social media, her work with the children's charity Harvey's Gang and for her support for the profession through co-hosting the monthly #IBMSChat on Twitter.

## 'Going the Extra Mile' Award

IBMS Licentiate Helen Sanna (pictured above) and IBMS Member Joanne Sharples, who are colleagues in histology at Blackpool Teaching Hospitals, were recognised by their trust for 'Going the Extra Mile'. The pair were instrumental in providing a new service for lung cancer patients.

The 'Going the Extra Mile' award recognises colleagues who look out for each other across the whole trust and who have gone the extra mile to support a colleague individually or someone who goes out of their way to look after others.

## Royal College of Pathologists' Excellence Awards

IBMS Member Ashleigh Dadson-Butt (pictured right) was honoured at the Royal College of Pathologists' Excellence Awards, held to celebrate excellence in pathology practice and promote the high standards in pathology education, training and research to deliver the best patient care.

Ashleigh is an advanced specialist biomedical scientist and training manager in medical microbiology at Health Services Laboratories (HSL) in London.



Ashleigh said: "Over the past three years, I have been working closely with clinical staff to create a comprehensive training programme for doctors from our various hospitals. These have had to be tailored to each person's role, experience and future career plans and have involved the whole of the Infection Sciences team at HSL. We provide bench training to give an understanding of the laboratory, its processes and communications as well as a base knowledge of microbiology."



## Five members on *The Pathologist* power list 2019

Each year *The Pathologist* magazine produces a top 100 power list to showcase the most talented innovators in pathology and laboratory medicine who are at the cutting edge of their field. The theme of the 2019 list was 'trailblazers of the laboratory' – making up the power list were:

- IBMS Fellow Alison McEvoy, Haematology Laboratory Operational Manager at Milton Keynes University Hospital NHS Foundation Trust.
- IBMS Fellow Bamidele Farinre, Senior Executive Officer (Healthcare Science) of the Clinical Services Unit, National Infection Service, for Public Health England.
- IBMS Fellow and London Council member David Wells, Head of Pathology Services Consolidation at NHS England and NHS Improvement.
- IBMS Fellow and National Council member Dr Joanne Horne, Consultant Healthcare Scientist in Histopathology at University Hospital Southampton NHS Foundation Trust.
- IBMS Member Malcolm Robinson, Harvey's Gang children's charity founder.

## Science Council CPD awards

The Science Council CPD awards celebrate the CPD efforts and achievements of registrants from across the Science Council registers: Registered Scientist (RSci), Registered Science Technician (RSciTech), Chartered Scientist (CSci) and Chartered Science Teacher (CSciTeach).

Awards and commendations are given for an individual's commitment to undertaking work-based and self-directed learning. The work has to meet high professional standards and demonstrate that it has benefited the quality of their practice, their service and their colleagues, patients and clients.

Three IBMS members were recognised for their exceptional CPD:

- IBMS Associate Katarzyna Sala, RSciTech (Winner)
- IBMS Fellow Sheri Scott, CSci (Commendation)
- IBMS Member Joanne Watkins, CSci (Commendation)

## IBMS Member completes prestigious NHS leadership programme

IBMS Fellow Francis Yongblah (pictured below) completed the NHS Leadership Academy's Elizabeth Garrett Anderson Programme in 2019, which over a 24-month period helps middle-level leaders develop their leadership skills as they connect with colleagues across other healthcare networks. This accredited programme leads to an NHS Leadership Academy Award in Senior Healthcare Leadership and a Master's in healthcare leadership.



Having one of the highest numbers of registrants across all the Science Council Licensed Bodies, the IBMS supports members at all professional levels to achieve recognition through the Science Council registers.

The IBMS Science Council award register for 2019:



# CONGRESS 2019 – AN UNPARALLELED EXPERIENCE

Sarah May, the IBMS Deputy Chief Executive, looks back on another successful IBMS Congress and picks out some of her highlights.

More people, more talks and lectures and more exhibitors; IBMS Congress 2019 was everything I hoped it would be and more. The feedback from delegates showed we had exceeded all our hopes and had delivered a truly memorable event that showcased the best lecture programme that we have ever offered.

What really gave Congress its 'buzz' was the exhibition; there is nothing like it in any other pathology or life science event. The effort our industry partners put in is remarkable and integral to making the event different to others.

For the past few congresses we have been running seminars in the exhibition hall, but this was the first year we decided to run a full programme to parallel that of the main lecture

programme. It is challenging putting seminars in an exhibition hall, but I felt the strength of the programme and the presenters more than compensated for 'acoustic challenges'.

We used Congress 2019 as an opportunity to record a number of podcasts and videos to extend learning opportunities to our members after congress has ended. We have captured some valuable interviews with key lecturers as well as some important lectures that are now available for members to access via our website.

My favourite parts of Congress 2019 were the brilliant Professor Sophie Scott, who delivered the Opening Plenary presentation on The Science of Laughter (I will know exactly what is going on in my head next time I am having a jolly good laugh), and the Closing Plenary speaker, Dr James Grieve, who managed to convey more bristling enthusiasm about a post-mortem than I had ever thought was possible.

With 2019 setting the benchmark, work for IBMS Congress 2021 is well underway, with plans taking place to have our lecture programme complete for when we open delegate bookings early next year. The current COVID-19 pandemic is bound to be a strong topic of discussion, providing plenty of new material for lectures; once again we will be offering our now-established wide breadth of lectures and seminars, accompanied by workshops and interactive sessions across four days. We look forward to welcoming our friends and colleagues back to Birmingham next year.





## Thank you to our Birmingham branch volunteers

IBMS Congress was a huge success thanks to the help and support of the Birmingham branch members, whose volunteers once again proved essential to the event. They helped fill 3,000 delegate packs and over 400 student bags before the event had started. Among the first to arrive each day, they helped to greet, register, prepare and guide over 300 speakers around the convention centre; they also helped to manage the poster competition and provide assistance for delegates, ensuring they were heading in the right direction for the programme and exhibition.

During the four-day conference, Birmingham branch members showed their dedication to the profession and the IBMS by devoting their time to ensuring everything ran smoothly. Without their hard work and dedication Congress would not run as efficiently.



## Congress exhibition winners

A panel of judges, including the IBMS President (2018–19) Alison Geddis, Chief Executive Jill Rodney and Company Members Liaison Group Chairman Mark Reed, attended the exhibition visiting stands, assessing each display on appearance and the welcome visitors received.

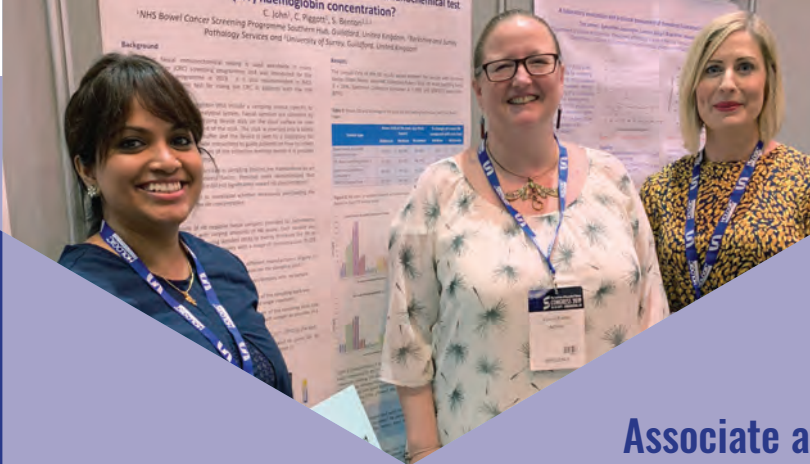
With over 140 exhibitors at Congress 2019, the judges were impressed with the interactive and informative displays on show, deciding that this year's winners were CellPath for Best Stand and Scientific Laboratory Supplies (SLS) for Best Shell Scheme.

Tim Davies of CellPath said: "This is the first time we have won the Best Stand award, and it was great to hear that the decision from the judges was unanimous. The stand design was fantastic, allowing hands-on demonstrations. This, with the enthusiasm and welcoming approach of our employees working on the stand, led to the award being presented to CellPath."

Peter Chapman of SLS said: "The IBMS Congress is an important event for SLS, providing us with an ideal opportunity to meet with so many customers in such a short period of time. We look forward to raising the bar again at the next Congress."



# CONGRESS 2019 – AN UNPARALLELED EXPERIENCE



## Poster competition

As part of the IBMS Congress programme, a poster competition is held to showcase the best new research and ideas in biomedical science disciplines. The judging process was very difficult due to the exceptionally high standard of posters received. With so many noteworthy entries, the judges wished to thank all the poster presenters for their strong entries. To view the winning posters please visit our Congress website [www.ibms.org/congress](http://www.ibms.org/congress).



## Associate award winners report back on their first Congress experience

The IBMS Congress 2019 Mary Macdonald Congress Award winners commented on their experiences at Congress, many of whom attended for the first time. The award was created in honour of former IBMS Council member Mary Macdonald, who wished to encourage and recognise excellence in others working in laboratory support worker roles. This year the award sponsored 11 free places for non-HCPC-registered members to attend the Biomedical Support Staff programme at IBMS Congress.

### What they said:

**Sandra Power:** "The talks were very informative, interesting and enjoyable and were relevant to my job as an Medical Laboratory Assistant in microbiology at Macclesfield District General Hospital as I am currently studying for the General Certificate in Biomedical Science (Distance Learning) at Ulster University to top up my biology degree and hopefully progress."



**Vanimira Dzhugdanova said:** "I am grateful to have had this amazing opportunity. I found all the talks so useful and informative; it was fascinating seeing and hearing about new technology and the future of pathology. I would really encourage anyone to attend this event."

**Nikita Delgaty said:** "Experience is the best teacher and being given the opportunity to visit Congress has opened up my mind to ideas around other areas of research and the chance to explore new roles in science and healthcare."

**Zoe Andrews said:** "It was an awe-inspiring experience; there were so many interesting lectures. The closing plenary was just fantastic and Professor James Grieve summed up my learning in his speech when he said: 'How important entertainment is to education'. IBMS Congress 2019 was definitely entertaining – we were provided with endless enjoyment."



## Bursary winners enjoy Congress 2019

The IBMS Congress 2019 Jen Johnson Bursary winners gave their feedback on this year's event. Created in 2017 in honour of Jen Johnson, a former IBMS Council member who was passionate about IBMS Congress, and wished for more people in the profession to have the chance to attend, the bursary supports the applications of 20 IBMS members to attend Congress, providing a grant of up to £1000.

### Following Congress 2019, bursary winners reported back:

**Laura Willis said:** "Attending Congress was an exciting, positive experience for me. I came away with much more up-to-date knowledge in the field of microbiology and a renewed enthusiasm for biomedical science in general."

**Danny Gaskin said:** "It was both a privilege and an honour to attend my first IBMS Congress, facilitated by the award of the Jen Johnson Bursary. The event was brilliantly organised, and it was fantastic to meet up with many familiar faces from the online biomedical science community and enjoy learning and socialising together."

**Nina Harrison said:** "I thoroughly enjoyed attending IBMS Congress for the first time. Receiving the Jen Johnson Bursary provided me with a fantastic opportunity to explore everything Congress had to offer over the three days."

**Cherie Beckett said:** "Winning the Jen Johnson Bursary and being able to attend IBMS Congress 2019 in its entirety was an incredible opportunity for me, not only to learn from experts in their field, but also to network with many of the like-minded individuals who share my passion for biomedical science."





# OTHER IBMS NEWS

## Future-proofing the IBMS

To ensure that IBMS is future-proofed for continuing success, in 2019 it:

- Established a Finance and Risk Committee to further strengthen oversight of the IBMS's finances and investments
- Significantly improved the working environment for staff and the building infrastructure with a major refurbishment of 12 Coldbath Square
- Upgraded the IT infrastructure to ensure it remains robust and fit for purpose.
- Worked with the trustees of the IBMS Defined Benefit Pension Scheme to secure the benefits in the Scheme with an insurance company and start the process of winding up the Scheme



## Office refurbishment

As part of the IBMS Strategy 2020, IBMS Council reviewed the infrastructure of the IBMS, specifically looking at the head office, which are based at Coldbath Square, London. Following the review, which also looked at the feasibility and consequences of moving premises, the decision was agreed to refurbish and modernise the office at 12 Colbath Square. Most of the work was completed after just 14 weeks and caused minimal disruption to membership services; staff were conveniently housed in nearby offices owned by the IBMS.

The new building works ensure that the IBMS headquarters reflects the professional approach members

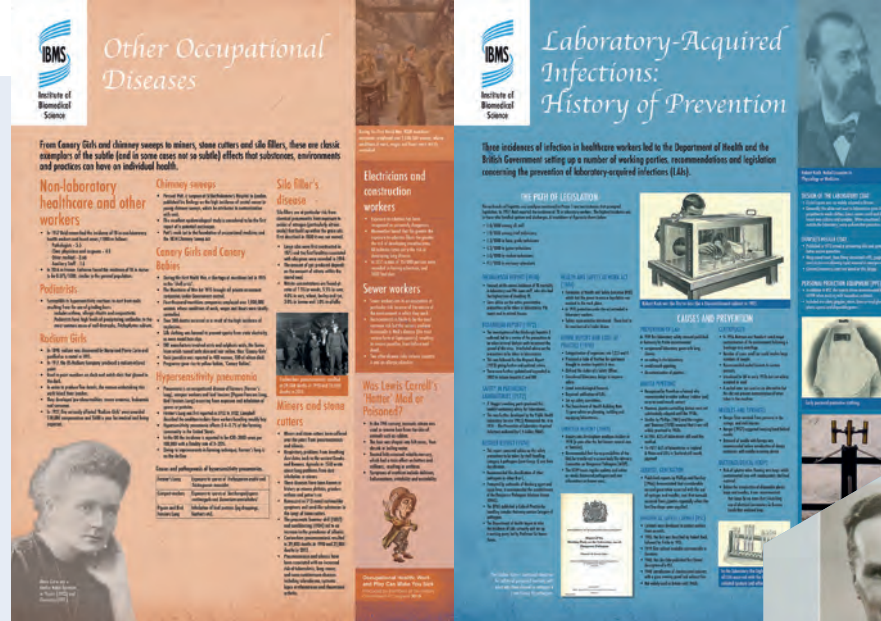






expect from their professional body, with a new reception area, meeting and conferencing facilities including updated IT equipment and a new library. Newly refurbished offices are designed

to accommodate all staff into one building, with an open-plan office housing membership and education, helping to improve teamworking and creating a positive working environment for staff who deliver key services to members.



## IBMS History Committee

In 2019, the History Committee were involved in archiving and cataloguing historical laboratory instruments located at Coldbath Square as well as helping to display equipment and books in the reception and library of the newly refurbished offices of the IBMS.

At IBMS Congress the History Committee created a display of historical biomedical science-based posters themed *Occupational Health: Work and Play Can Make You Sick*. The stand was well attended by delegates who were able to take home copies of the posters. Digital versions of the posters are free to download from the IBMS website and members can find details on how to borrow large A0 copies for their displays.



# GOVERNANCE AND COUNCIL MEMBERS



## Run by our members for our members

IBMS Council is the governing body of the IBMS. Made up of six national and twelve regional representatives who are elected by IBMS members, IBMS Council makes key decisions and develops policies on behalf of the biomedical science profession.

IBMS Council members also make up the IBMS Standing Committees, which have the following areas of responsibility:

### Education and Professional Standards Committee

- Accreditation of academic programmes
- Development and monitoring of laboratory training policy
- Development and monitoring of CPD policy
- Professional examinations
- Prizes, awards and research grants
- Reporting panels and committees (advisory panels, accreditation panels, examiners, quality and training, cytology, histological dissection, immunocytochemistry)

### Finance and Risk Committee

- Developing the IBMS's financial strategy
- Monitoring financial performance
- Recommending budget and subscription proposals to Council
- Determining the financial strategy for Congress
- Ensuring financial controls are in place
- Reviewing investment objectives and performance
- Identifying and reviewing strategic risks and advising Council accordingly

### Membership and Marketing Committee

- Membership
- Corporate identity
- Publicity and marketing
- Reporting panels and committees (history, Congress, company members, editorial board)

### Remuneration Committee

- Responsible for reviewing the terms and conditions of employment of the Chief Executive.

### Audit Committee

- Acts as a bridge between the external auditor and Council.





# Becoming an IBMS Council Member

In June 2019, IBMS Fellow Linda Walsh was voted onto the IBMS Council as a representative for Scotland. She describes what she hopes to achieve for members during her three-year term:

"Being an IBMS Council member gives me the opportunity to be involved in strategic decision-making at local, national and UK wide-level with respect to matters relating to biomedical scientists. In particular, education and training and raising the profile of the profession to the general public. I can also ensure that the requirements of Scotland as a nation are represented, as education and healthcare are devolved issues and vary from those governed by Westminster.

"During my term I would like to ensure there are opportunities to embrace emerging scientific developments of relevance to biomedical scientists, so that the workforce is fit for purpose both now and in the future.

"I feel it is important for biomedical scientists to engage with the IBMS as their professional body to keep abreast of current developments, qualifications etc., which can enhance their career and have the opportunity to feed into any government consultations that the IBMS will respond to on behalf of its members. The IBMS also provides support for members throughout their career."



## Council and standing committee members 2019

- ◆ Alison Geddis – President
- ◆ Allan Wilson – President Elect – Allan Wilson
- ◆ Treasurer - Robert Simpson (resigned 30 June 2019), Gordon McNair – (appointed 1 July 2019)

## CASE STUDY





### Regional and national Council members 2019

- ◆ Joanna Andrew – Yorkshire
- ◆ Helen Archer – Wales
- ◆ Dr Victoria Bradley - National (appointed 13 August 2019)
- ◆ Nigel Coles – West Midlands
- ◆ Sean Conlan – National
- ◆ David Eccleston – North West
- ◆ Jane Harrison-Williams National (resigned 23 July 2019)
- ◆ Dr Joanne Horne – National (appointed 8 June 2019)
- ◆ Professor Keith Hyde – National (appointed 8 June 2019)
- ◆ Shauna McAuley – Ireland (appointed 8 June 2019)
- ◆ Colin Mudd – East Midlands
- ◆ Dr Jane Needham – South East
- ◆ Joyce Overfield – National
- ◆ Debra Padgett – North East



- ◆ Sandra Phinbow – National (resigned 29 March 2019)
- ◆ Daniel Smith – National
- ◆ Matthew Smith – National
- ◆ Andrew Usher – South West
- ◆ Dr Linda Walsh – Scotland (appointed 8 June 2019)
- ◆ David Wells – London



# CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR  
ENDED **31**  
**DECEMBER 2019**

(Incorporating the Income  
and Expenditure Account)

	Unrestricted Funds 2019 £	Unrestricted Funds 2018 £
<b>Income from:</b>		
<b>Charitable activities</b>		
Subscriptions	2,358,331	2,336,576
Qualifications	302,205	280,650
Registrations	255,845	229,225
Publications	37,233	33,049
Regions and branches and discussion groups	45,515	220,260
Other income	26,538	6,421
	1,458,903	34,518
<b>Congress and other trading activities</b>		
<b>Investments</b>		
Investment income	51,729	44,788
Bank interest	16,806	10,867
<b>Total Income</b>	<b>4,553,105</b>	<b>3,196,354</b>
<b>Expenditure on:</b>		
<b>Raising funds</b>		
Congress and other trading activities	1,046,809	162,009
Investment management fees	65,106	64,208
<b>Charitable activities</b>		
Education, qualifications and registration	1,427,404	1,280,830
Publications	83,131	95,708
Regions and branches and discussion groups	158,786	315,378
Member events, representation and benefits	1,350,052	1,233,775
Grants and prizes	47,676	29,996
<b>Total expenditure</b>	<b>4,178,964</b>	<b>3,181,904</b>
Net gains / (losses) on investments	996,929	(558,387)
<b>Net income / (expenditure)</b>	<b>1,371,070</b>	<b>(543,937)</b>
<b>Other recognised gains / (losses)</b>		
Actuarial gains / (losses) on defined benefit pension scheme	47,000	(2,089,000)
Gain on revaluation of fixed asset	394,223	-
<b>NET MOVEMENT IN FUNDS FOR THE YEAR</b>	<b>1,812,293</b>	<b>(2,632,937)</b>
Total funds brought forward	11,711,018	14,343,955
<b>Total funds carried forward</b>	<b>13,523,311</b>	<b>11,711,018</b>

All activities are continuing and there are no other recognised gains and losses other than those recognised above.



# CONSOLIDATED BALANCE SHEET

AS AT 31  
DECEMBER  
2019

## Fixed Assets

Tangible assets  
Investments

## Current Assets

Stock  
Debtors  
Cash at bank and in hand

**Creditors:** amounts falling due within one year

## Net Current Assets

## Total assets less current liabilities

Defined Benefit Pension Scheme (Liability) / Asset

## Net Assets

## Unrestricted Funds

Accumulated fund  
Designated fund  
Revaluation reserve  
Pension reserve

Unrestricted Funds 2019 £	Unrestricted Funds 2018 £
1,914,927	962,082
<u>9,703,724</u>	<u>8,720,173</u>
11,618,651	9,682,255
2,055	2,489
337,601	389,608
<u>2,397,202</u>	<u>2,575,044</u>
2,736,858	2,967,141
(832,198)	(886,378)
<u>1,904,660</u>	<u>2,080,763</u>
13,523,311	11,763,018
-	(52,000)
<u>13,523,311</u>	<u>11,711,018</u>
12,628,469	11,801,592
66,589	79,891
828,253	(118,465)
-	(52,000)
<u>13,523,311</u>	<u>11,711,018</u>

The Summary Financial Statements have been approved and authorised for issue on behalf of the Trustees on the 24 April 2020 by:

A Wilson  
President

J G McNair  
Treasurer



The attached summarised accounts are a summary of information extracted from the annual accounts and certain information relating to both the group statement of financial activities and the group balance sheet.

These summarised accounts may not contain sufficient information to allow for a full understanding of the financial affairs of the charity. For further information, the full annual accounts and the Council members' annual report should be consulted: copies of these can be viewed online at [www.ibms.org/about/members-report](http://www.ibms.org/about/members-report).

The full annual accounts have been subject to external examination by an independent auditor and received an unqualified audit report. The annual statutory financial statements were approved by the Council members on 24 April 2020 and have been submitted to Companies House and the Charity Commission.

Allan Wilson  
President



24 April 2020

For and on behalf of the Council of  
the Institute of Biomedical Science

## STATEMENT BY COUNCIL MEMBERS





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